

REAL Action: Advancing Racial Equity in Cities



NLC NATIONAL
LEAGUE
OF CITIES
CITIES STRONG TOGETHER

August 15, 2019

Orlando, FL

Objectives



DEVELOP SHARED UNDERSTANDING



UNDERSTAND HISTORICAL CONTEXT
OF RACISM IN AMERICAN CITIES



INTRODUCE A RACIAL EQUITY LENS FOR CITY
LEADERS



EXPLORE POLICIES & SYSTEMS THAT
PERPETUATE RACIAL INEQUITIES



NORMALIZE, ORGANIZE, AND OPERATIONALIZE
RACIAL EQUITY IN GOVERNING

Safe Space

What is said
here, Stays
here

What is
learned here,
Leaves here

Start Where
You Are

Lean into the
Uncomfortable

Be
Accountable

Learning Environment

Acknowledging the Land:

We stand on
Apalachees, Seminole
& Swift Creek land

Rising Tensions

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OF CITIES



The Need for Greater Equity



“Prejudice is a burden that confuses the past, threatens the future, and renders the present inaccessible.”
—Maya Angelou



Preventing Further Conflict

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OF CITIES



REAL Goal



To strengthen local leaders' knowledge and capacity to eliminate racial disparities, heal racial divisions and build more equitable communities

REAL envisions a nation in which every local official is equipped to effectively lead and serve an inclusive, thriving, and healthy community.

Safe places where people from all racial, ethnic and cultural backgrounds thrive socially, economically, academically and physically.

Partners + Acknowledgements



Race Forward's mission is to build awareness, solutions, and leadership for racial justice by generating transformative ideas, information, and experiences.

A national network of government working to achieve racial equity and advance opportunities for all.



Training

Peer to Peer Networks

Technical Assistance

Field of Practice Repository

NLC Change

REAL Theory of Change



CHANGE HAPPENS WHEN PEOPLE RECOGNIZE:

- **Why the change is needed**
- **Potential of proposed solutions**
- **Shared urgency**

Why is Change Needed?



Kevin Malone

All this a ploy to get media coverage and get them off their back. Why the Hell should Starbucks shut down for an entire day over the stupidity and ignorance of a couple people in one of their stores?

1h Like Reply



Starbucks ✓

Because systemic racism and bias is bigger than one partner, one store or one company. We are shutting our stores for this training because we recognize that we have the responsibility to be part of the solution.

59m Like Reply



A person wearing a black hoodie and dark pants is balancing on a thin, dark line (tightrope) against a light-colored, textured concrete wall. The person is leaning forward with their arms outstretched for balance. The background is a plain, light-colored wall.

Laying it on the Line

Hiring & promotion decisions should be based solely on merit.

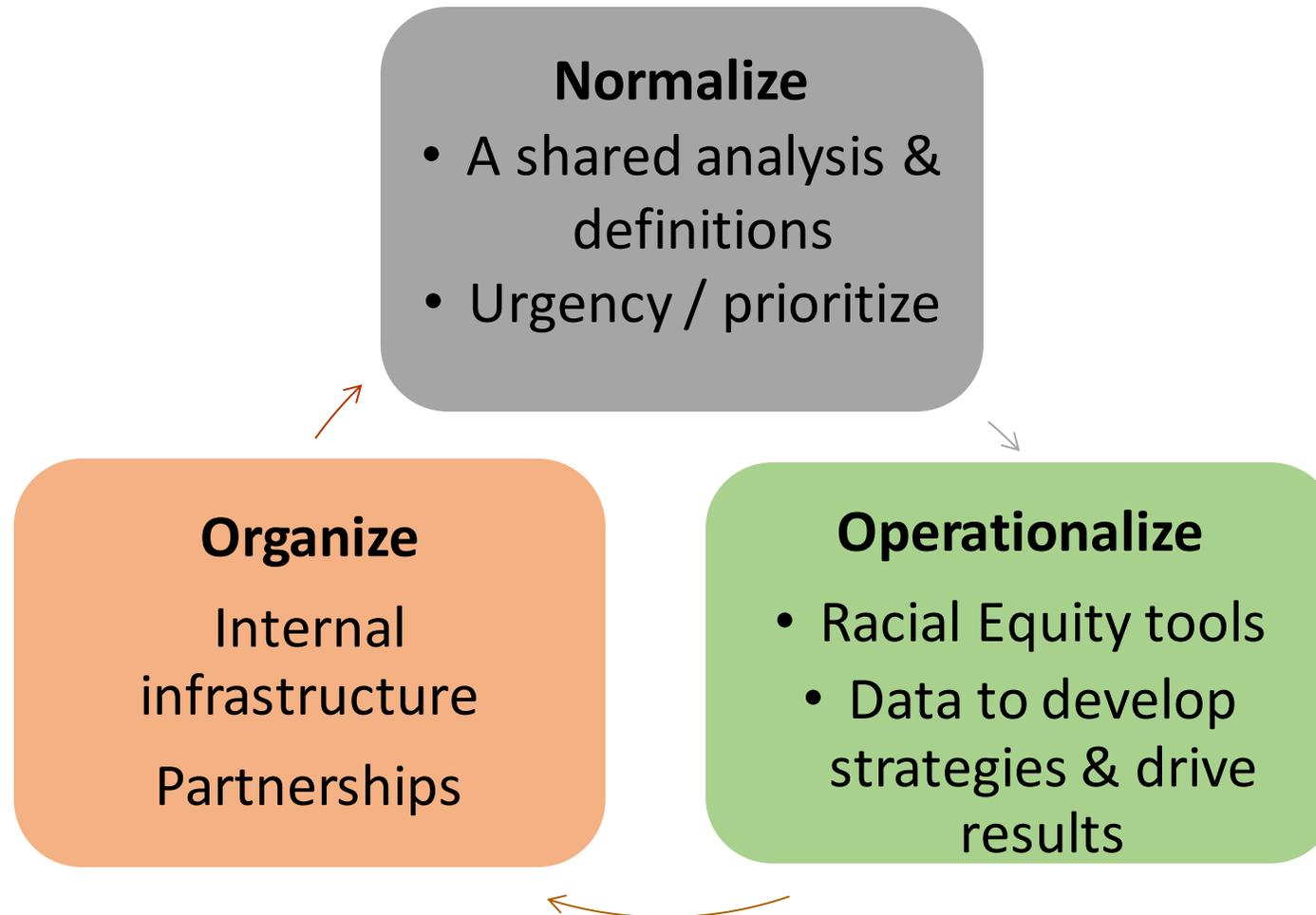
I know how to address racism.

I believe we can end racial inequity.



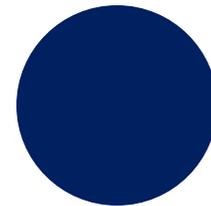
[Systemic Racism Summarized](#)

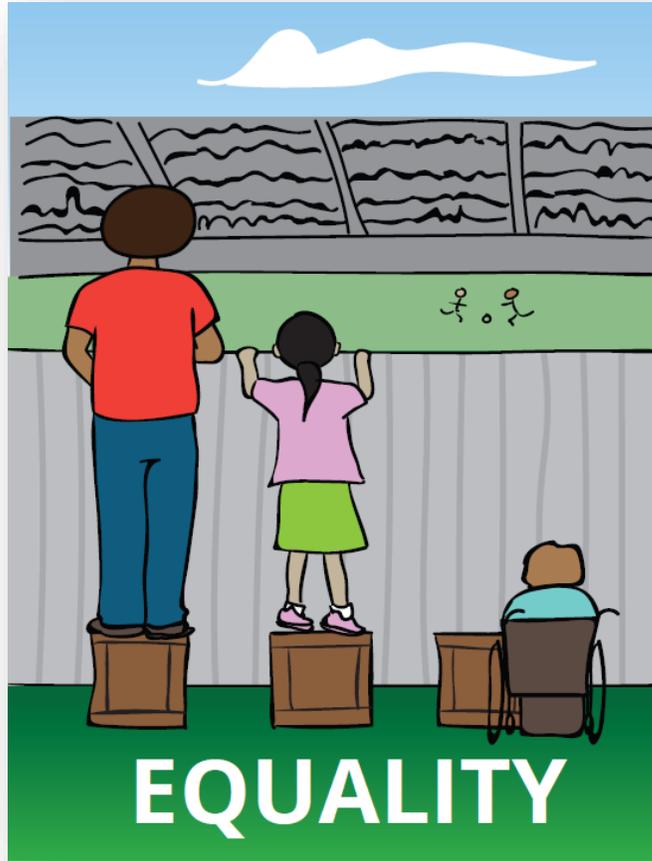
Effective National Practices



- Create a shared analysis and language about racism and equity
- Foster the urgency of equity to prioritize it in governance

Normalizing Racial Equity

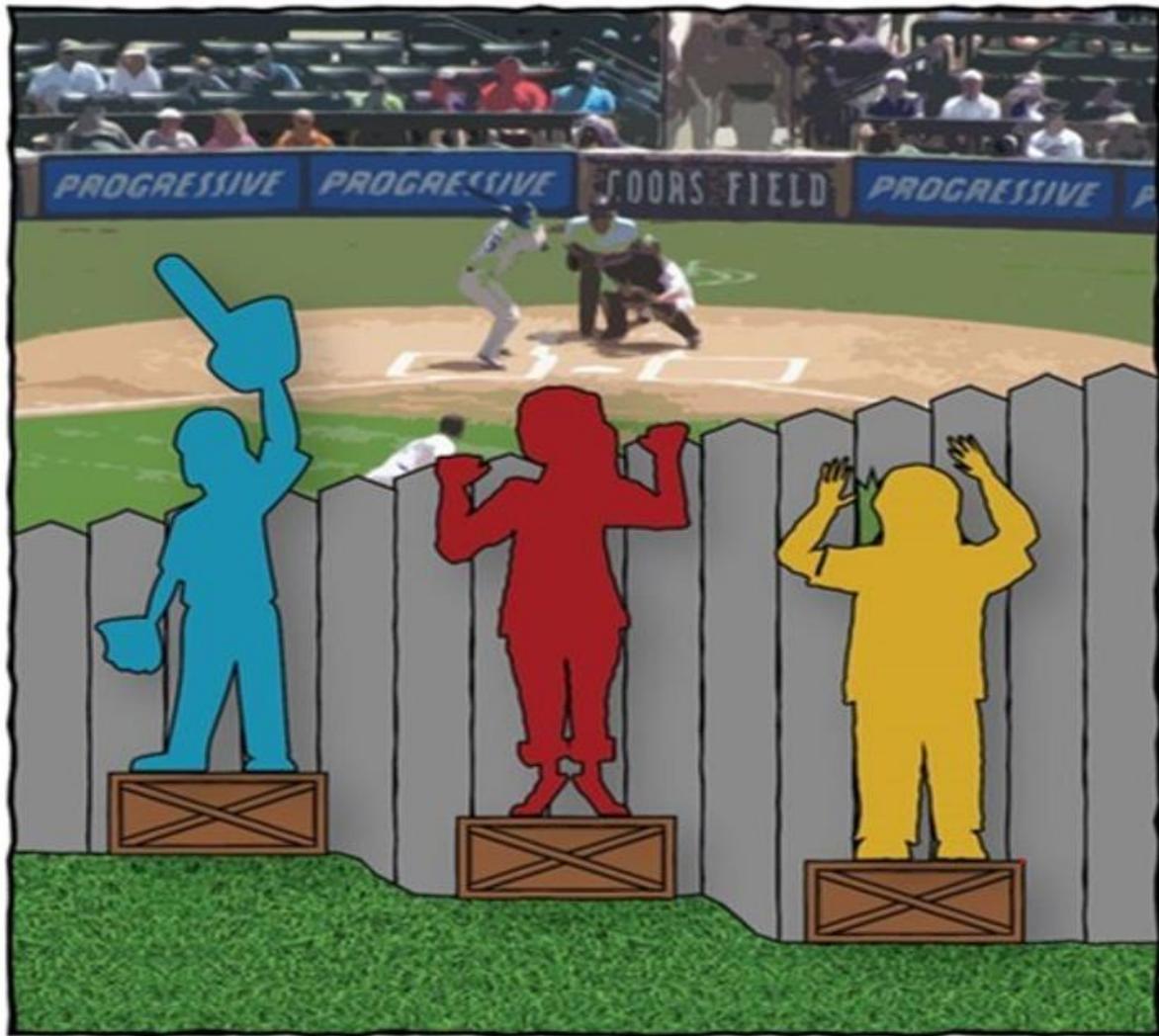




EQUALITY = SAMENESS
Equality provides the same thing for everyone. This only works when people start from the same place, history and set of circumstances.

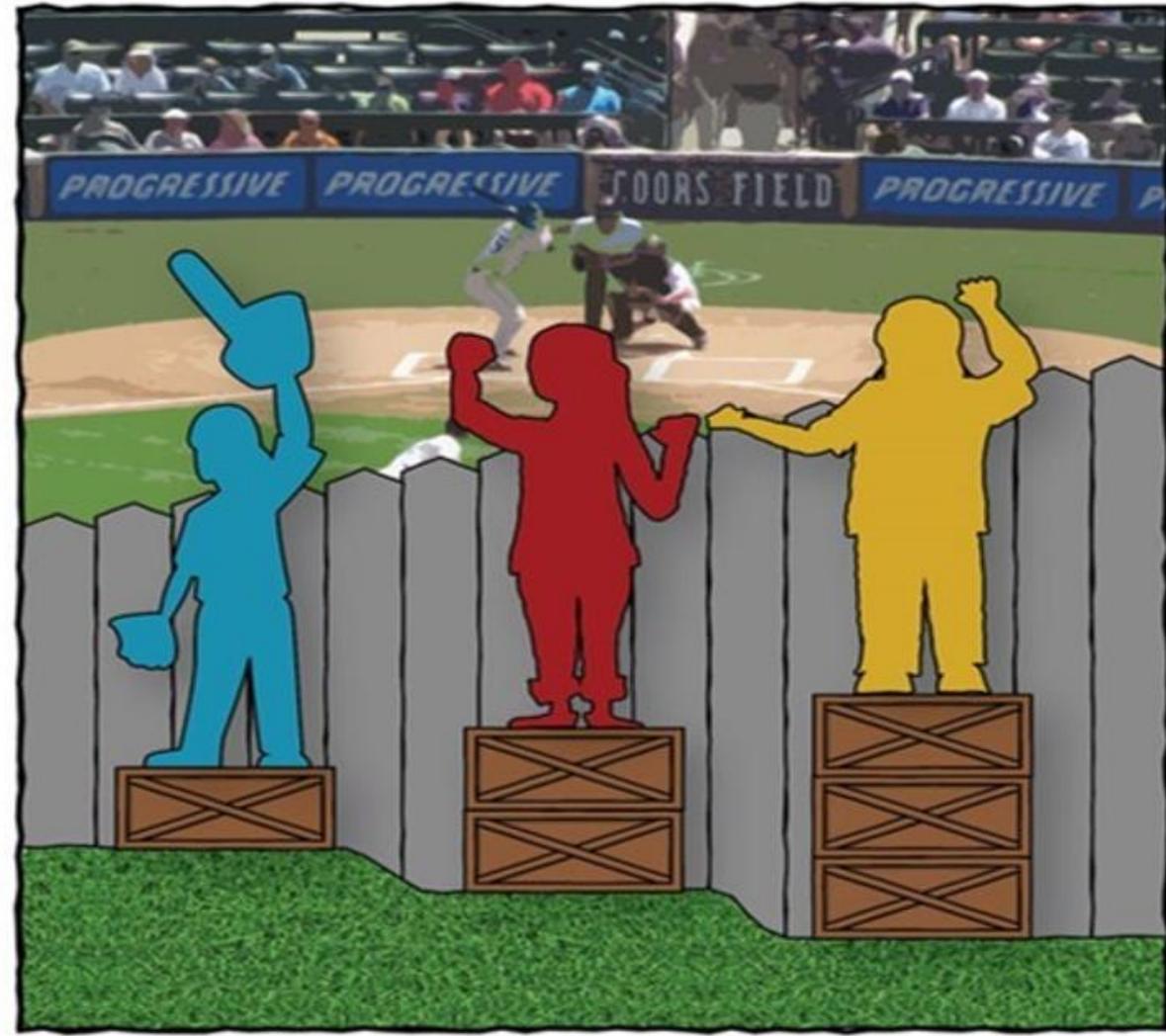


EQUITY = JUSTICE
Equity is about fairness, and providing people with the resources and opportunities they need, given their history and set of circumstances.



Equality = **Sameness**

Equality provides the same thing for everyone. This only works when people start from the same place, history and set of circumstances.



Equity = **Justice**

Equity is about fairness, and providing people with the resources and opportunities they need, given their history and set of circumstances.

Racial Disparities

From infant mortality to life expectancy, **race** predicts how well one will do.

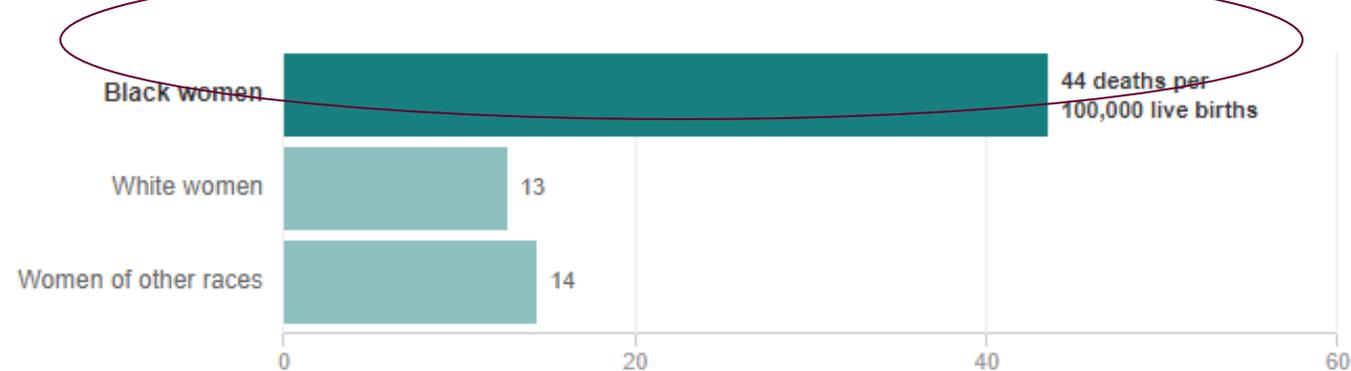


Racial disparity across incomes

In recent years, as high rates of maternal mortality in the U.S. have alarmed researchers, one statistic has been especially concerning. According to [the CDC](#), black mothers in the U.S. die at three to four times the rate of white mothers, one of the widest of all racial disparities in women's health. Put another way, a black woman is 22 percent more likely to die from heart disease than a white woman, 71 percent more likely to perish from cervical cancer, but 243 percent more likely to die from pregnancy- or childbirth-related causes. In a [national study](#) of five medical complications that are common causes of maternal death and injury, black women were two to three times more likely to die than white women who had the same condition.

Black women face significantly higher maternal mortality risk

Maternal deaths per 100,000 live births (2011-2013)



Source: Centers for Disease Control and Prevention

Graphic: Alex H. Miller

Black Mothers Keep Dying After Giving Birth. Shalon Irving's Story Explains Why

December 7, 2017 - 7:51 PM ET
Heard on All Things Considered

NINA MARTIN, PROPUBLICA



RENEE MONTAGNE

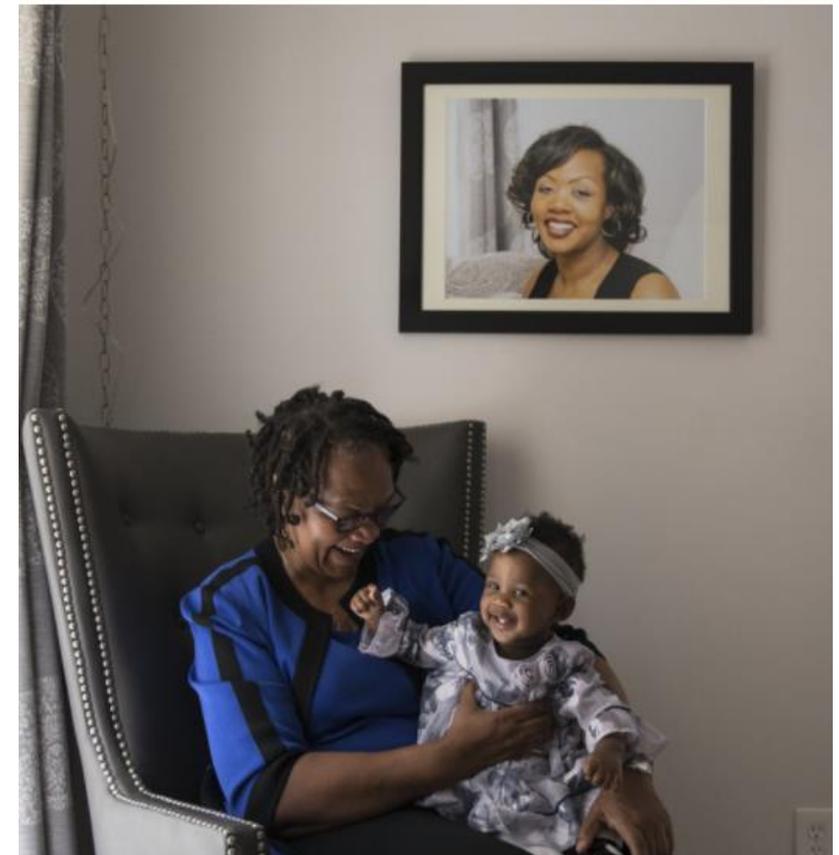
Listen - 12:11

+ Queue

Download

Embed

Transcript



Racial Disparities

6 in 10

of **U.S. prisoners**
are Black/Latino

*(yet only comprise 30%
of the U.S. population)*



35%

Black or Latino men
won't graduate from
High School

*(80% of White males
will)*



Black and Native
American
unemployment is

2x

that of Whites

57%

of Blacks and
Latinos spend more
than 30% of their
income on
housing costs



What Does Racial Equity **Require**?



“Closing the gaps” so that race does not predict one’s success, while also improving outcomes for all.



Targeted strategies to focus on improvements for those worse off



Move beyond “services.” Dismantle racism and bias baked into policies, practices, and norms of institutions, structures, and systems.

Levels of Racism

Individual racism

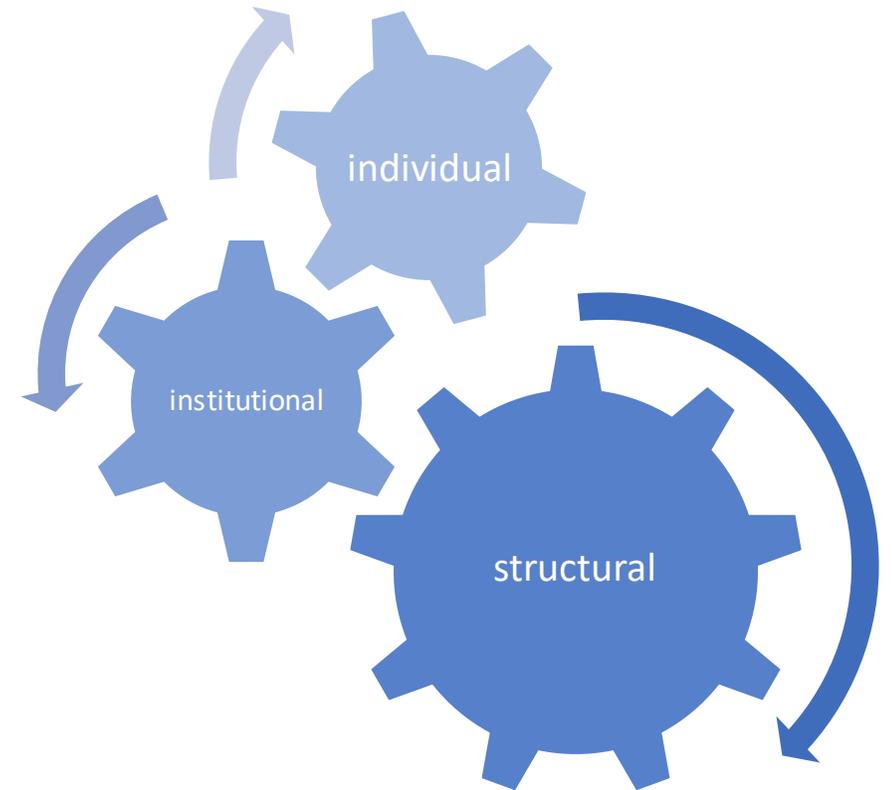
Pre-judgment, bias, or discrimination by an individual based on race.

Institutional racism

Policies, practices and procedures that work better for white people than for people of color, often unintentionally or inadvertently.

Structural racism

A history and current reality of institutional racism across all institutions, combining to create a system that negatively impacts communities of color.



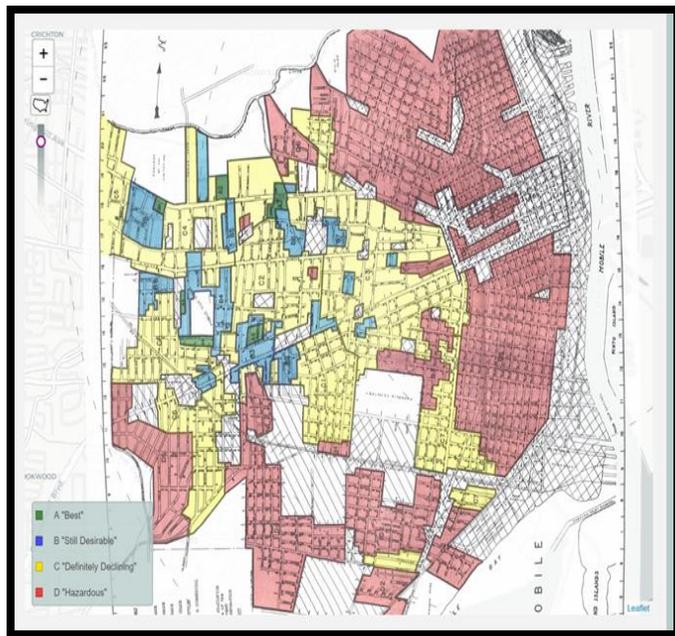
The **House** You Live In



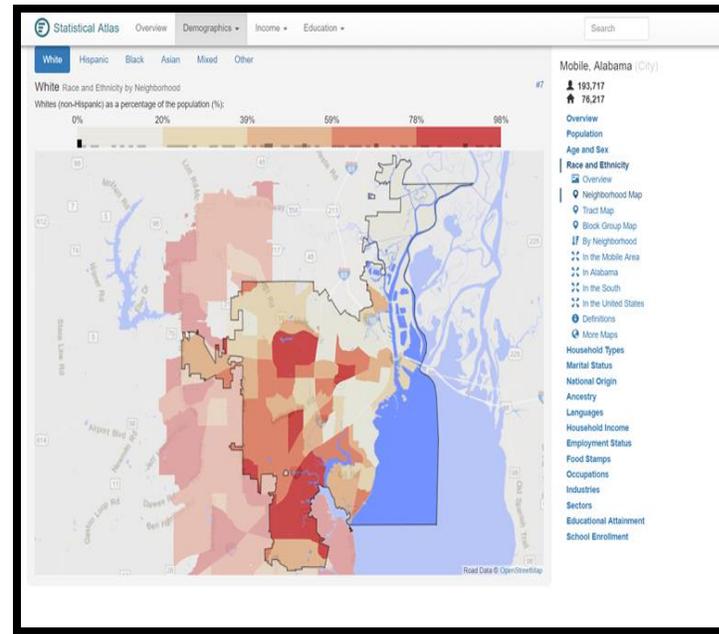


Effects of Redlining Today

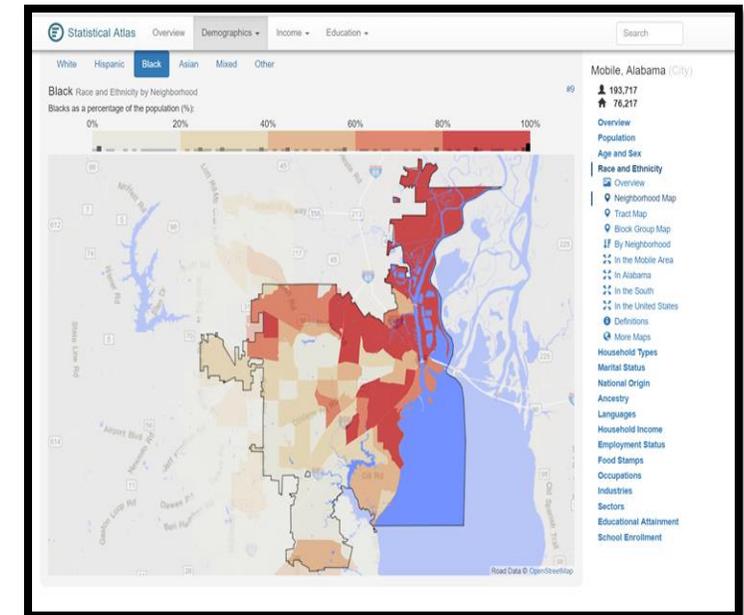
Mobile, Alabama



1940 Redlining Map



2012 Population Demographic (White)



2012 Population Demographic (Black)

Exploring Bias

The **evaluation** of one group and its members relative to another.

Inescapable reality of humanity

We do have choice over how much we let bias influence our **actions**.

Acting on bias can be discriminatory and create negative **outcomes** for particular groups

Explicit

Expressed directly

Aware of bias / operates consciously

Example:

Sign in the window of an apartment building noting

"Mexicans need not apply"

Implicit

Expressed indirectly

Unaware of bias / operates sub-consciously

Example:

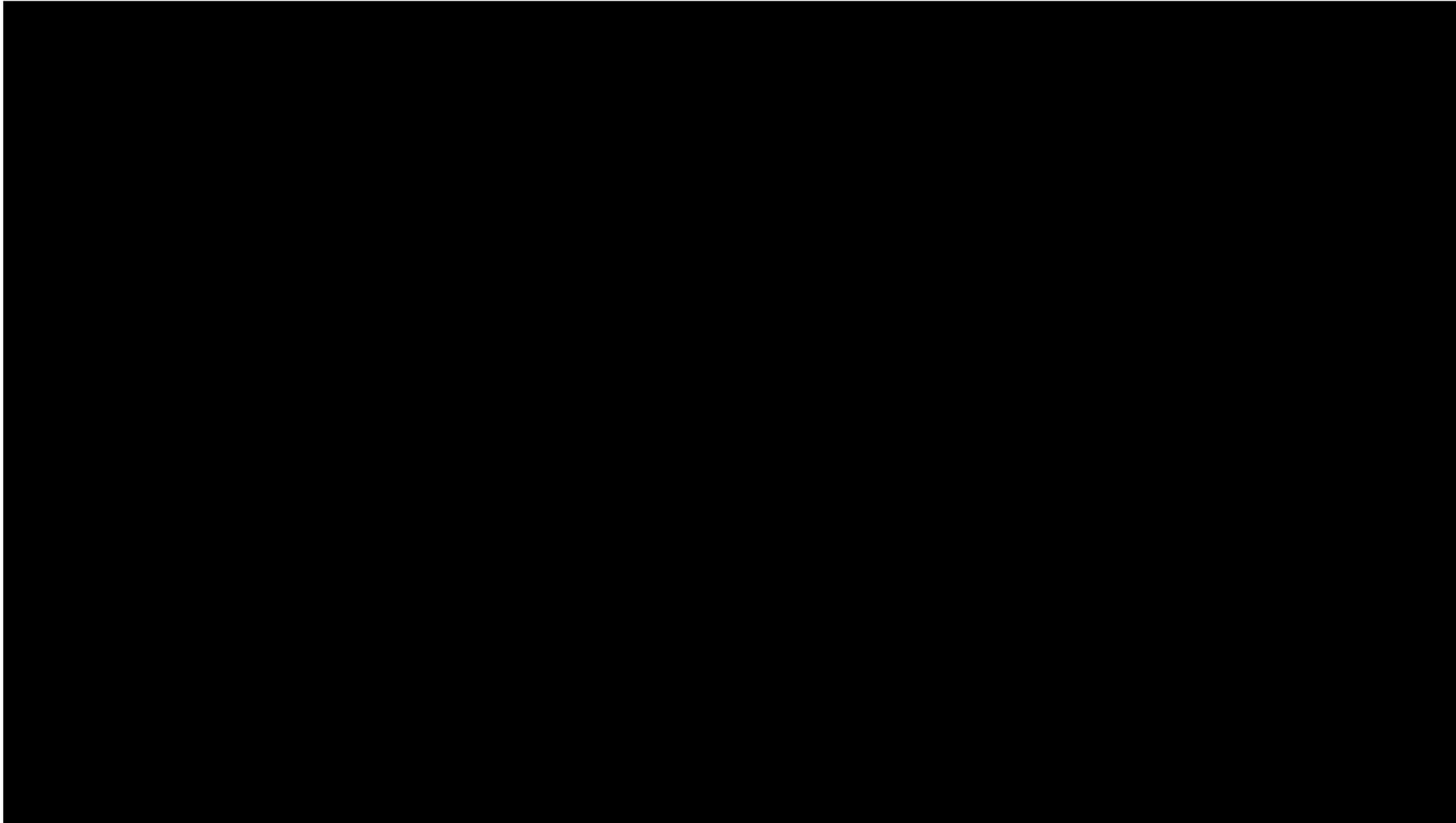
A property manager doing criminal background checks on black applicants and not white applicants.

The Unconscious Mind

- Schemas: the “frames” through which our brains help us understand and navigate the world
- Shaped by our environment and largely reside in the sub-conscious.
 1. Sort into categories
 2. Create associations
 3. Fill in the gaps



Count how many passes the white team makes



What Color are the Lines of Text?

- Cvr zxyq brmm
- Xoc jbnioew mne
- Vqeb peow ytro
- Vqeb peow ytro

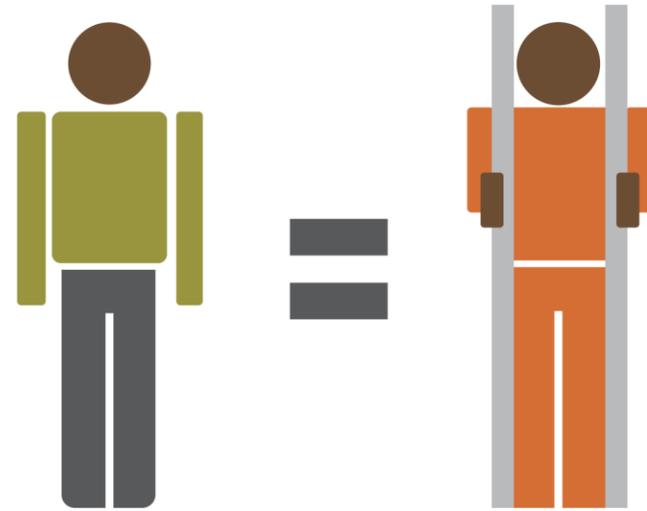
- Black
- Red
- Blue
- Green

- Green
- Black
- Yellow
- Blue

Implicit Bias

When we are exposed or socialized to certain identity groups being paired with certain characteristics, we **automatically** and **unconsciously** associate the **identity** with the **characteristics...**

whether or not that association aligns with reality.



In the U.S., there is a strong implicit association between African Americans and criminal activity.

Bias in Institutions = Inequitable Outcomes

a.

Institutional / Explicit

- Policies which explicitly discriminate against a group.

Example:

U.S. Court Rules
Dreadlock Ban During
Hiring Process Is Legal

b.

Institutional / Implicit

- Policies that negatively impact one group unintentionally.

Example:

Police department using
“stop and frisk” style
racial profiling.

c.

Individual / Explicit

- Prejudice in action – discrimination.

Example:

A restaurant owner
threatens to call ICE on
Spanish speaking
customers

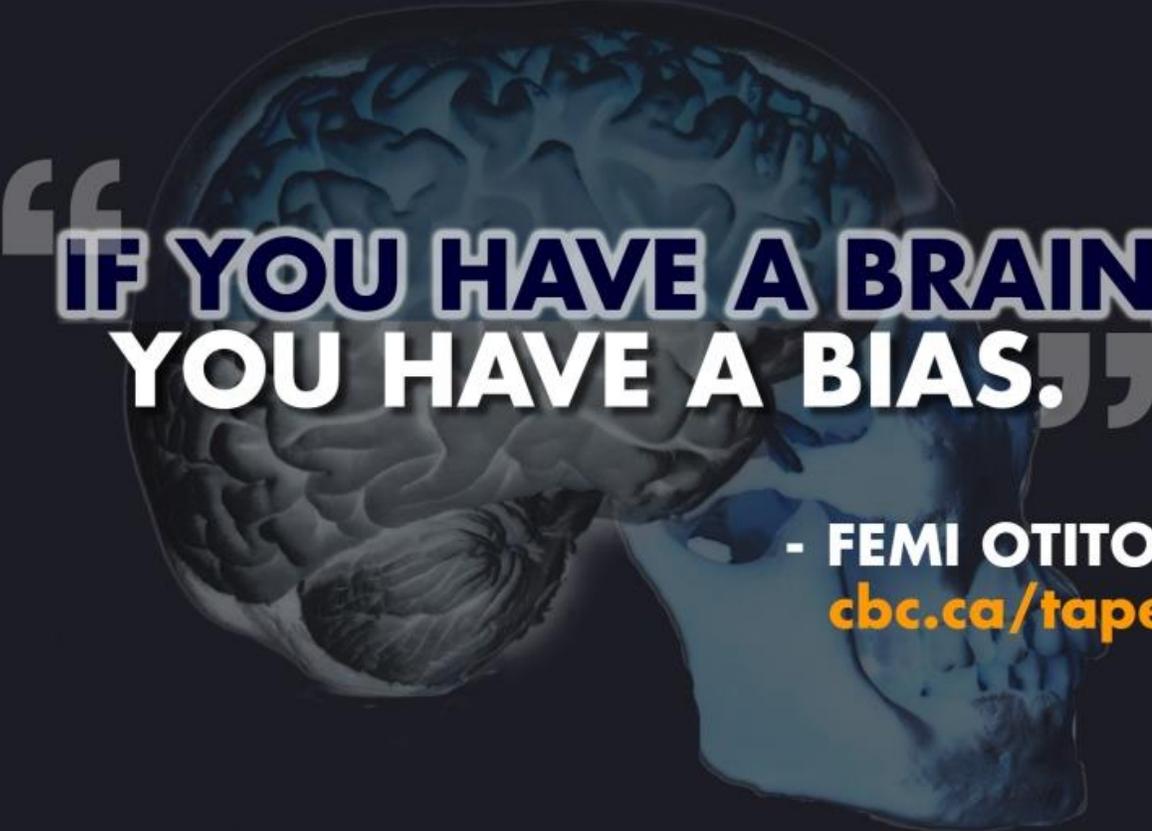
d.

Individual / Implicit

- Unconscious attitudes and beliefs.

Example:

Employer not calling back
applicant with “black”
sounding name.



“**IF YOU HAVE A BRAIN,
YOU HAVE A BIAS.**”

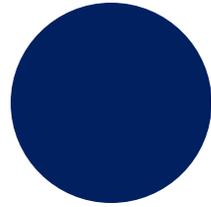
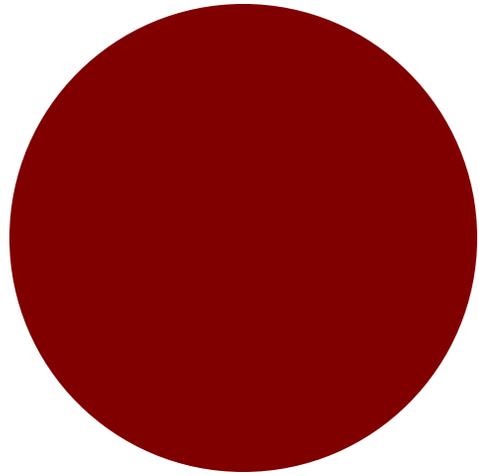
- FEMI OTITOU
cbc.ca/tapestry

What to Do with Bias?

Suppressing or denying biased thoughts can actually increase prejudice rather than eradicate it.

Be Accountable: Take the time to examine your actions or beliefs.

Take Action: Increase contact with people outside of your own demographics, experiences, and thought groups.



Operationalizing is Action

Racial equity tools

Data to develop strategies
and drive results

Intent vs. Impact



Centered in Fairness and Justice



Intent must be examined.
Impact can lead to unintended
consequences



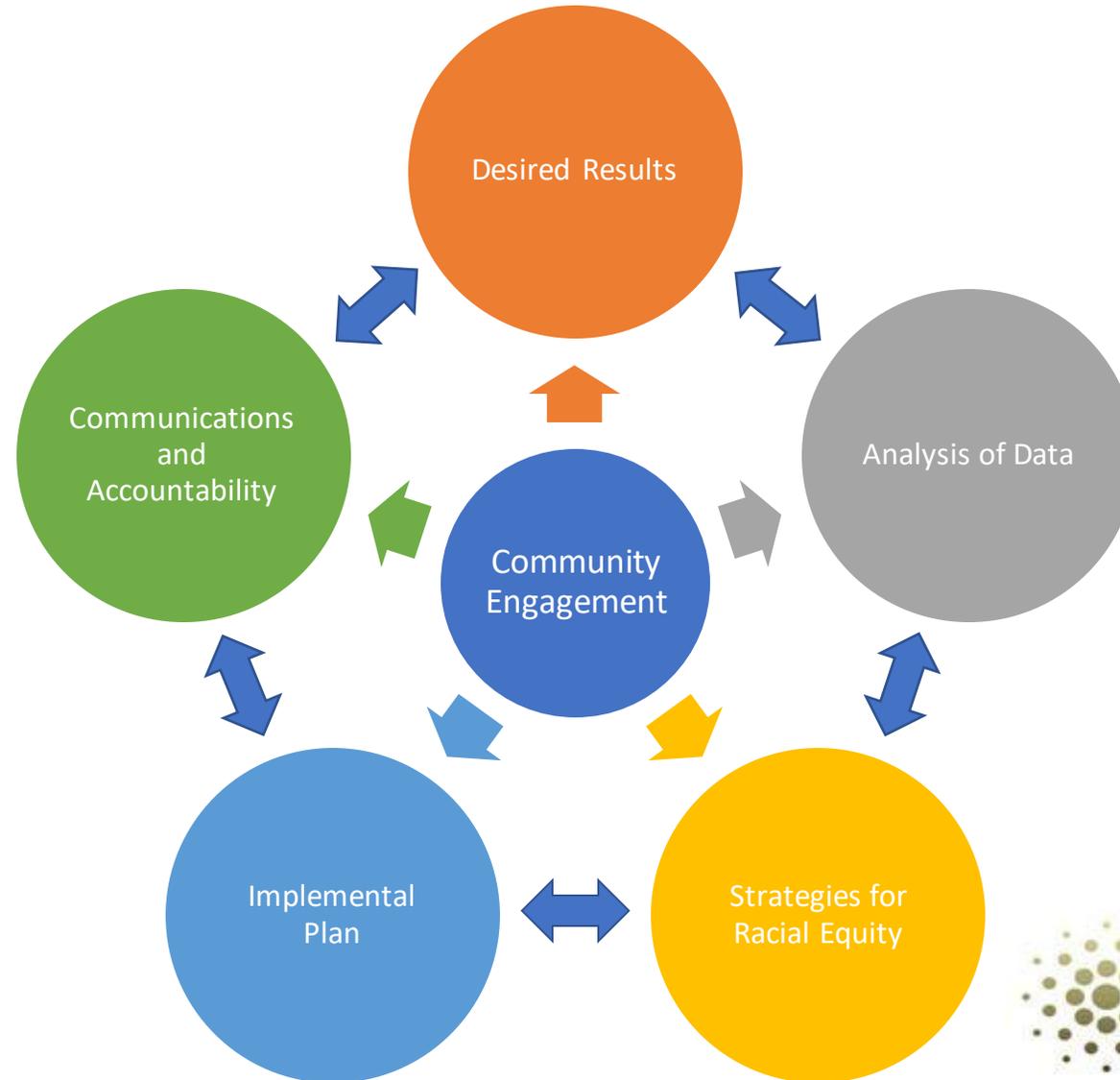
What does it mean to look at
impact rather than intent in
policy?

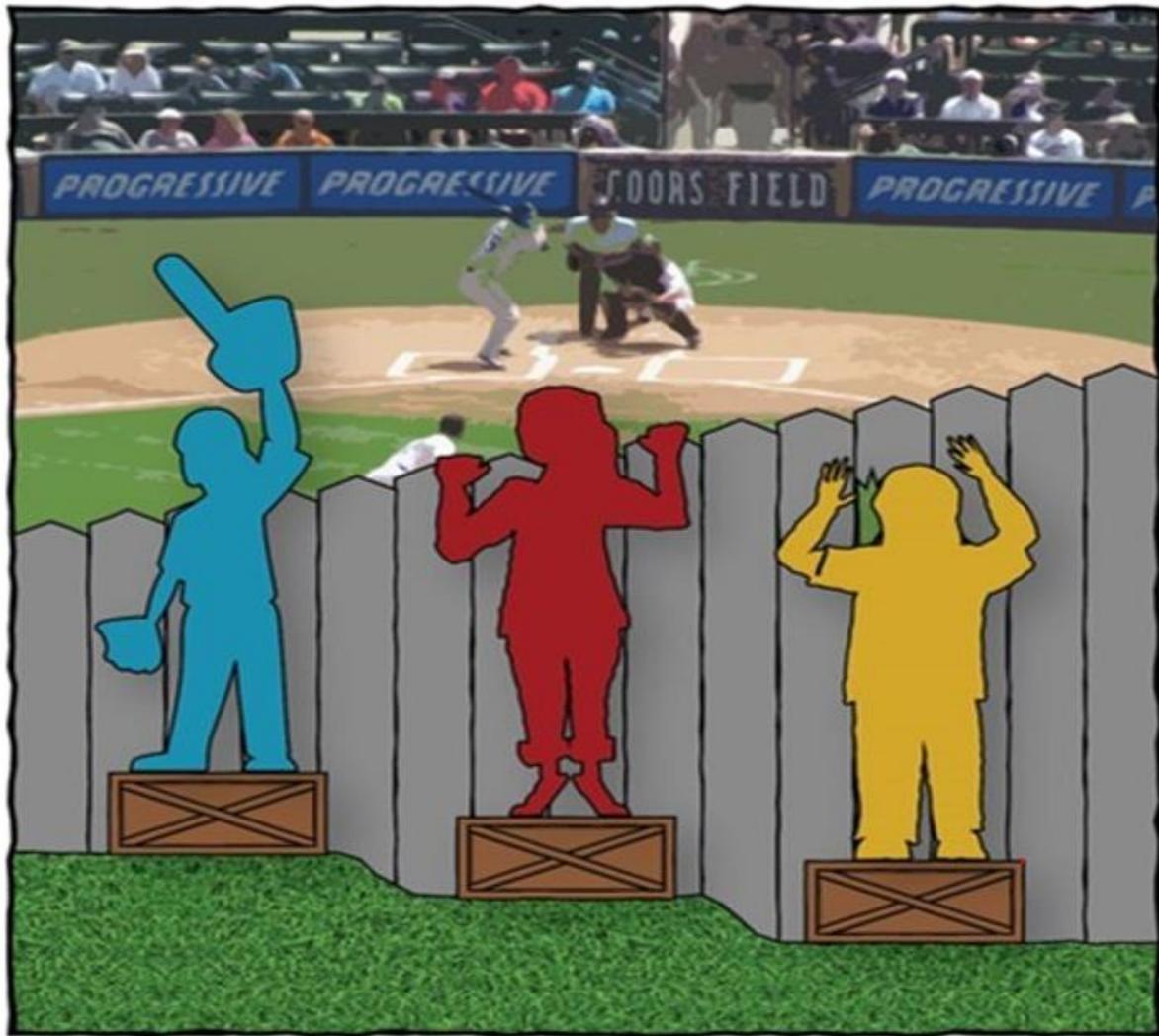
6 steps:

- Set an Example
- LISTEN
- Make a Public Declaration
- Dedicated Infrastructure → Action
- Commit to Change Systems & Policy
- Create a Racial Equity Plan



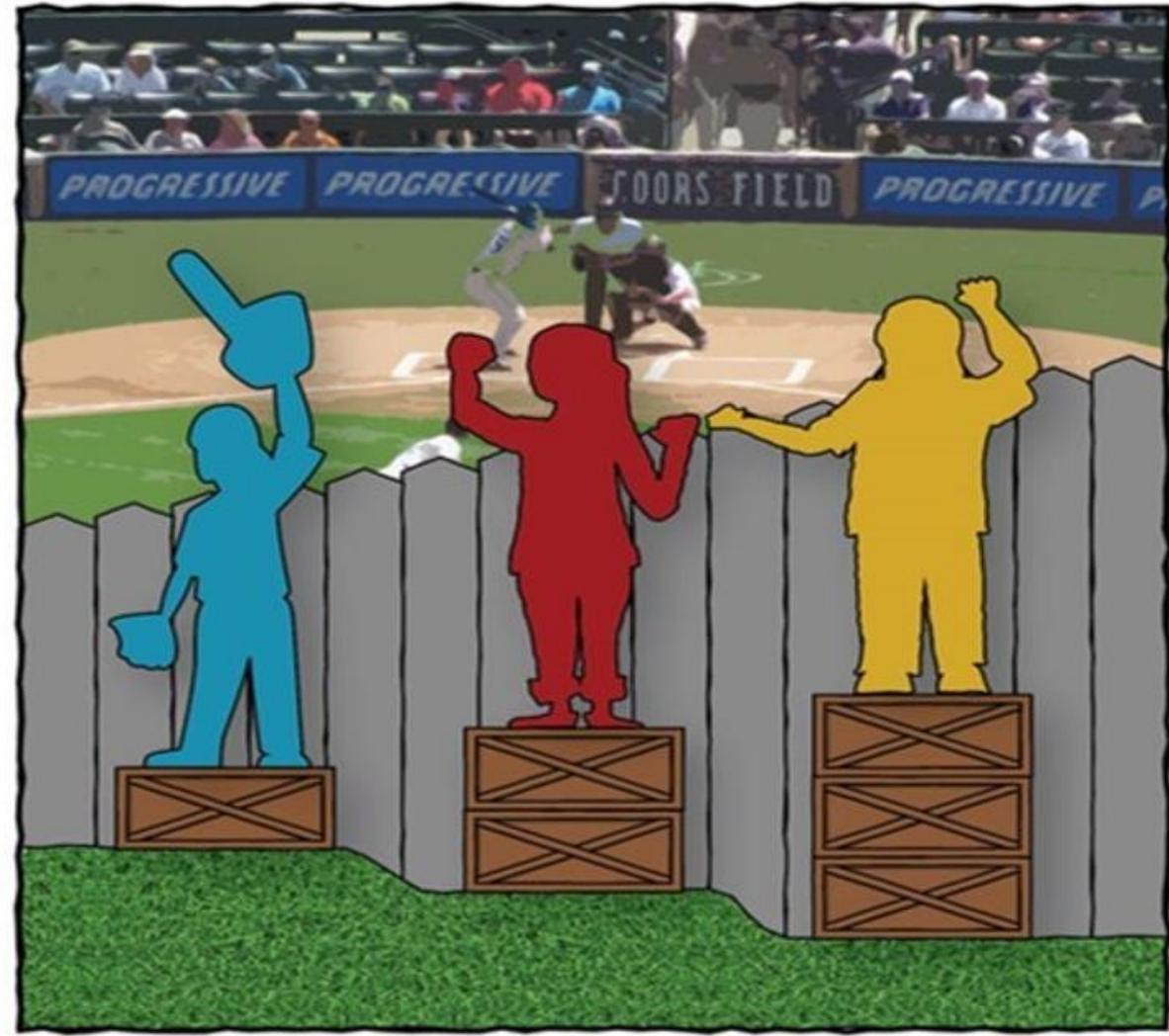
What is the **Process** for Racial Equity?





Equality = **Sameness**

Equality provides the same thing for everyone. This only works when people start from the same place, history and set of circumstances.



Equity = **Justice**

Equity is about fairness, and providing people with the resources and opportunities they need, given their history and set of circumstances.

Local government policy & decision making areas that have racial equity implications

- Streetlights / complaint-based systems
 - Ban the box policies
 - Contracting policies + Procedures
 - Increases to the minimum wage
 - Policing + Criminal Justice + Bail
 - Infrastructure + Transportation
- Re-entry + Employment
 - School Disciplinary Policies
 - Local Fines + Fees
 - Zoning + Permitting
 - Public + Recreational Spaces
 - What else?

Applying A Racial Equity Lens to Housing Policy & Best Practices

- Historical Impacts of redlining, racial covenants & Mortgage Discrimination
- Gentrification
 - Zoning
 - Investment & Tax subsidies, Land Banking, etc.
- Impacts on other systems: Education, Health, Transportation, et. al
- Language access
- Community Benefit Agreements
- Determining the formula for affordability

Strategies for Racial Equity

Based on data and diverse and robust stakeholder input, how will proposed policy and practice increase or decrease racial equity?

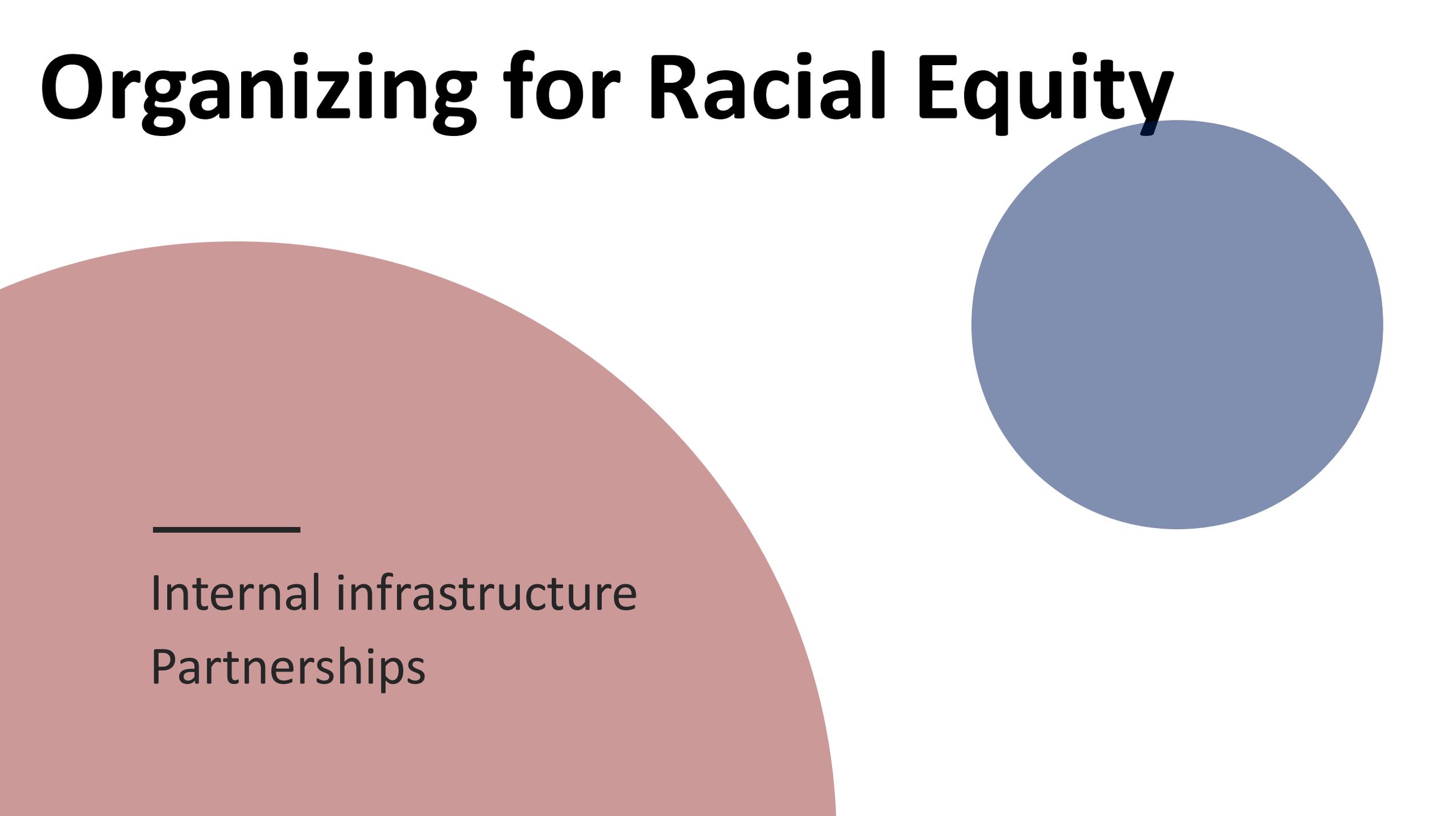
What are potential unintended consequences?

Are there complimentary strategies a city can implement?

Are the impacts aligned with the desired outcomes as defined by a community?

Who Benefits? Who's Burdened?

Organizing for Racial Equity



Internal infrastructure
Partnerships

CITY PROFILE ON RACIAL EQUITY

Takoma Park, Maryland



CITY PROFILE ON RACIAL EQUITY

Louisville, Kentucky



CITY PROFILE ON RACIAL EQUITY

Madison, Wisconsin



CITY PROFILE ON RACIAL EQUITY

San Antonio, Texas



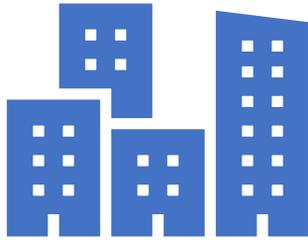
City Profiles

Race Equity + Social Justice Initiative (RESJI)

- Focused internally on how institutional and structural racism was being perpetuated
 - City Policies
 - City Operations
 - The Community
- Formal designation of Initiative within Department of Civil Rights
- Hired Racial Equity Coordinator in 2015
- Strategy Team- includes influential managers
- Regular updates in Management Team and Mayor given by the Civil Rights Director.

Resulting Outcomes

Madison



58 city projects that are using a Racial Equity & Social Justice Initiative tool

- Across areas from the clerk's office, the parks & police departments

The development of racial equity tools:

- Comprehensive and Fast Track Equity Tools
- Equity and Empowerment Lens (County Tool)
- Hiring Checklist
- Equitable Workforce Plan (2016-2021)



Started work in Center for Health Equity (CHE) with data



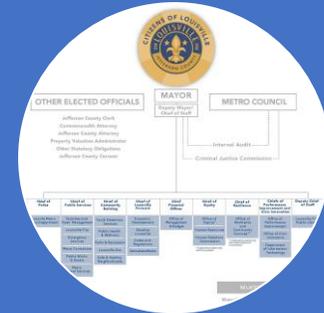
Convened community process with recommendations for Mayor



CHE worked with Human Resources to build training



Racial equity liaisons in each Metro Louisville department

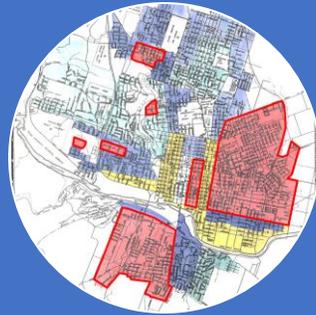


Mayor hired Chief Equity Officer





Shift in council structure to incorporate equitable representation



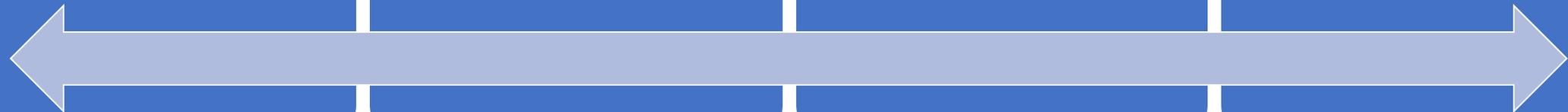
Council partnered with community to develop equity assessment practices



Mayor formed Office of Equity to institutionalize efforts and carry out assessment tool



Mayor and Council formed task forces to engage community and receive grassroots recommendations



The image features a central teal horizontal bar. Above and below this bar are four overlapping semi-circles in shades of green, ranging from a dark olive green to a bright lime green. The text "ORGANIZING WITH YOU" is centered within the teal bar in a bold, white, sans-serif font.

ORGANIZING WITH YOU

REAL Today

Training and Capacity Building

Technical Assistance

Network Building

Building Special Populations Work

Racial Equity Training Series



101

REAL FUNDAMENTALS
UNDERSTANDING
RACIAL EQUITY IN
LOCAL GOVERNMENT

201

REAL ACTION
ADVANCING RACIAL
EQUITY IN LOCAL
GOVERNMENT

301

REAL
OUTCOMES
WORKSHOPPING
FOR DIRECT IMPACT

What is REAL Doing to Address This?

Training and Capacity Building

Technical Assistance

Network Building

Special Populations Work

Network Building



- National Municipal Learning Community for Truth, Racial Healing and Transformation

Boston, MA

Charlotte, NC

Denver, CO

Gary, IN

Long Beach,
CA

Louisville, KY

Philadelphia,
PA

Pittsburgh,
PA

Port St.
Lucie, FL

Rochester,
NY

San Antonio,
TX

St. Louis
Park, MN

St. Paul, MN

Stockton, CA

Tacoma, WA

Wichita, KS

Technical Assistance



- Cities for Racial Healing and Racial Equity Technical Assistance Cohort

Boston, MA

Charlotte, NC

Denver, CO

Gary, IN

Long Beach,
CA

Louisville, KY

Philadelphia,
PA

Pittsburgh,
PA

Port St.
Lucie, FL

Rochester,
NY

San Antonio,
TX

St. Louis
Park, MN

St. Paul, MN

Stockton, CA

Tacoma, WA

Wichita, KS

Tactical Team

City of Fort Worth, Texas

- Community Conversations
- Technical Assistance
- Data Governance Guidance
- Leadership Training



On the Ground Outreach Opportunities

WHO HAS
APPROACHED
US RECENTLY?

1. Akron, OH
2. Arlington, MA
3. Arlington County, VA
4. Baton Rouge, LA
5. Bridgeport, CT
6. Chicago metro, IL
7. Columbia, MO
8. Dallas, TX
9. Denver, CO
10. Evanston, IL
11. Flossmoor, IL
12. Fort Collins, CO
13. Havana, FL
14. Little Rock, AR
15. New Bern, NC
16. Phoenix, AZ
17. Port St. Lucie, FL
18. Portland, OR
19. St. Petersburg, FL
20. Spartanburg, SC
21. Springfield, MA
22. Waco, TX ... *just to name a few!*

REAL Today

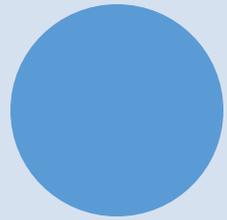
Training and Capacity Building

Technical Assistance

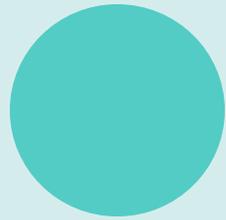
Network Building

Building Special Populations Work

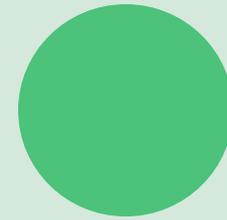
Expansion of Special Population Work



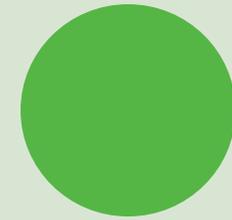
Immigrant
Community



LGBTQ
Community



Religiously
Persecuted



Women and
Girls



ORGANIZING: Getting Started in Your City

6 steps:

- Set an Example
- LISTEN
- Make a Public Declaration
- Dedicated Infrastructure → Action
- Commit to Change Systems & Policy
- Create a Racial Equity Plan



Cities Advancing Racial Equity



Community Conversations

- Sustained
- Diverse stakeholders
- Racial reconciliation and healing



Issues

- Equitable Economic Development
- Education
- Transportation & Infrastructure
- Public Health
- Education
- Police Brutality



Populations of focus

- Boys and Men of Color
- Women & Girls
- Religiously Persecuted
- Immigrants
- LGBTQ



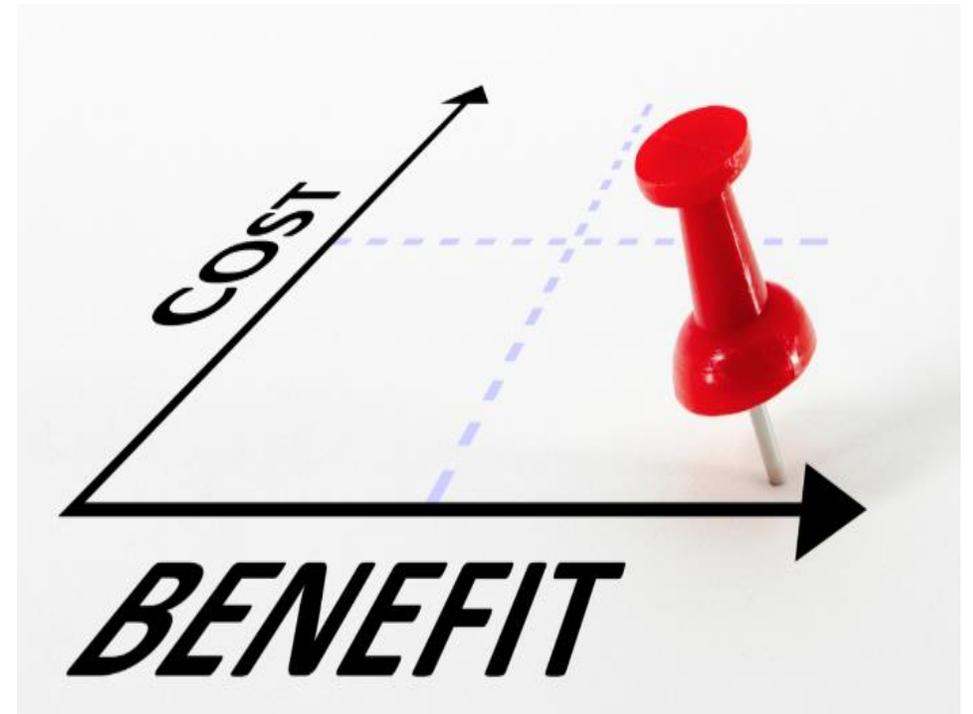
City wide racial equity plans

- Racial equity implementation and assessment tools
- State league partnerships

Good Governance and Racial Equity



- Strategy to help you meet key city goals
 - Prosperity
 - Health
 - Safety
 - Accountable government



Racial Equity Outcomes



Improving outcomes for all: The economic benefits of equity

Orlando, FL Metro Area

In 2015, the economy would have been **\$26.02** billion larger if there had been no racial gaps in income.

https://nationalequityatlas.org/data-summaries/Orlando,_FL_Metro_Area/

Continued Learning

Podcast

- Code Switch- “Location, Location, Location!”

Good Reads

- White Fragility (article)
- Unpacking the Invisible Knapsack
- The Color of Law
- How To Kill A City

Films

- Cracking the Codes
- Healing Justice
- 13th

Don't Isolate yourself

- Have conversations (with each other)
- Ask questions
- Be open minded
- Keep going!



I am no longer accepting the things I cannot change.
I am changing the things I cannot accept.
-Angela Y. Davis

REAL Resources



- Please check out additional REAL resources for your community at:
www.nlc.org/REAL
- Or reach out to directly to me:

Leon Andrews
Director of REAL
Email: Andrews@nlc.org
Phone: 202.626.3039
@LeonTAndrewsJr